

Referral Program Terms and Conditions

ELIGIBILITY

This referral program (the “Program”) is open only to real estate agents affiliated with Side (“Side Partners”) and Side employees. Any Side Partner who submits a licensed real estate agent as a referral candidate (a “Candidate”) will be eligible for a referral fee as outlined below provided that the following conditions are met:

- (a) The Candidate is not an existing Side Partner;
- (b) The Candidate does not become part of or otherwise affiliated with, directly or indirectly, the referring Side Partner’s brand, parent team, team or any sub-team, including, for the avoidance of doubt, any team that is under the umbrella of the brand the referring Side Partner is affiliated with;
- (c) The Candidate is not already known to Side by virtue of a prior referral and has not had any direct contact with Side previously;
- (d) The Candidate transfers their real estate license to Side within six (6) months following the referral;
- (e) The Side Partner referring the Candidate has, in Side’s reasonable opinion, made a good faith effort to educate the Candidate about Side and has reasonably determined that the Candidate and Side will have a mutual interest in exploring a business opportunity; and
- (f) The Candidate meets the requirements to be considered a “founding partner” or “associate partner” as set forth below.

Notwithstanding anything herein to the contrary, in the event that a Candidate does not transfer their license to Side in the six month period following such Candidate’s referral, you may submit the Candidate to Side for reconsideration and be eligible for a referral fee for such Candidate.

PAYMENT

Provided the conditions set forth above are met as it relates to a Candidate, you will be eligible for a referral fee of \$5,000 for Candidates considered by Side to be a “founding partner” or \$1,000 for any referral considered by Side to be an “associate partner.”

CLASSIFICATIONS

“Founding partner” means a licensed real estate agent who (i) has affiliated his or her license with Side and (ii) launched his or her own brand with Side.

“Associate partner” means a licensed real estate agent who (i) has affiliated his or her license with Side and (ii) joins a founding partner’s team.

TERMINATION

Side reserves the right to terminate the Program at any time. Any Side Partner who has submitted a Candidate for consideration prior to the termination of the Program shall remain eligible for a referral fee for such Candidate provided the conditions set forth herein are met.